

SUMMARY OF PROPOSED COMMITTEE DRAFT:
BILL 25 (2021)
RELATING TO ANTI-BIAS AND INCLUSION POLICY.

The **PROPOSED CD1** makes the following amendments:

- A. In SECTION 1, amends the purpose statement to delete the requirement for the establishment of a similar policy by certain private contractors having contracts with the City and add an inclusivity statement about perspectives, views, or opinions.
- B. In SECTION 2, in proposed new ROH Sec. 1-__1:
 - (1) Amends the definition of "Anti-bias" to read as follows:

"Anti-bias" means opposing or preventing discrimination against people based on race, color, religion, gender, national origin, age, disability, sex, sexual orientation, gender identity, pregnancy, or other protected characteristics, including stereotyped attributions of particular qualities toward an individual or group.
 - (2) Deletes the definitions for "Contractor" and "Public-facing functions."
- C. In SECTION 2, amends proposed new ROH Sec. 1-__3 as follows (and re-letters the subsections accordingly):
 - (1) Deletes specific descriptions of certain best practices and information from experts required for the training;
 - (2) Changes the training requirement from annually to biennially;
 - (3) Deletes the requirement that city departments or offices submit quarterly records of those completing the training; and
 - (4) Clarifies that the director or director's designee shall retain the training records demonstrating that city officers and employees have received the training provided pursuant to this article.
- D. In SECTION 2, deletes proposed new ROH Sec. 1-__4 ("Anti-bias and inclusion policy required of contractor") and renumbers the subsequent section accordingly.

- E. In SECTION 3, changes the effective date to a blank (to be filled in during the legislative process).
- F. Makes miscellaneous technical and non-substantive amendments.



A BILL FOR AN ORDINANCE

RELATING TO ANTI-BIAS AND INCLUSION POLICY.

BE IT ORDAINED by the People of the City and County of Honolulu:

SECTION 1. Purpose. The purpose of this ordinance is to promote an environment that embraces diversity and safety for the citizenry and employees of the City and County of Honolulu by establishing a policy of anti-bias and inclusion for all City officers and employees, including those with different perspectives, views, or opinions.

SECTION 2. Chapter 1, Revised Ordinances of Honolulu 1990 ("General Provisions"), is amended by adding a new article to be appropriately designated by the revisor of ordinances and to read as follows:

"Article __. Anti-bias and Inclusion Policy

Sec. 1-__.1 Definitions.

"Anti-bias" means opposing or preventing discrimination against people based on race, color, religion, gender, national origin, age, disability, sex, sexual orientation, gender identity, pregnancy, or other protected characteristics, including stereotyped attributions of particular qualities toward an individual or group.

"City" means the City and County of Honolulu.

"Department" means the department of human resources.

"Director" means the director of human resources.

"Inclusion" means creating environments in which any individual or group can, on an ongoing basis, be welcomed, respected, supported, and valued to fully participate.

"Officer" means the same as defined under Section 1-4.1.

Sec. 1-__.2 Policy of anti-bias and inclusion.

It is the policy of the City and County of Honolulu to encourage anti-bias and inclusion by city officers and employees. It is also city policy to ensure that all such persons receive anti-bias and inclusion training to help provide an environment that embraces diversity and safety within and around city facilities.



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Sec. 1-__3 Training program.

- (a) The director of human services shall develop, implement, and monitor an anti-bias and inclusion training program for all city officers and employees.
- (b) The training program must include, but need not be limited to, instruction based on best practices and information from experts in the fields of diversity, equity, or inclusion.
- (c) The director shall periodically assess the training materials and update them as needed.
- (d) All city officers and employees shall participate at least biennially in the training provided pursuant to this article.
- (e) The director or the director's designee shall retain records demonstrating that city officers and employees have received the training provided pursuant to this article.

Sec. 1-__4 Rules.

The director may adopt rules pursuant to HRS Chapter 91 to implement, administer, and enforce this article."



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SECTION 3. This ordinance takes effect on _____.

INTRODUCED BY:

Carol Fukunaga

DATE OF INTRODUCTION:

April 29, 2021
Honolulu, Hawaii

Councilmembers

APPROVED AS TO FORM AND LEGALITY:

Deputy Corporation Counsel

APPROVED this _____ day of _____, 20 _____.

RICK BLANGIARDI, Mayor
City and County of Honolulu